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**Appendix C**

**Responsibilities/KSAO Matrix**

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# HFD Captain Linkage Matrix

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**0 = Not Relevant**

**1 = Enables Performance of the Responsibility**

[illegible]

# HFD Captain Linkage Matrix

0 = Not Relevant

1 = Enables Performance of the  
Responsibility

## RESPONSIBILITIES

H. Provides leadership in performing search and rescue operations, which assist victims who may have become unconscious, trapped, lost, or otherwise unable to escape a hostile environment unassisted.	H	15.25
O. Safeguards all department property from abuse or waste.	O	14.60
I. Coordinates activities with other responding crews so that teamwork is accomplished and the emergency is brought under control with minimal effort and resources and in the safest way possible.	I	14.58
Z. Assists in training new employees.	Z	14.54
N. Conducts overhaul operations to ensure complete extinguishment of fire, make a final search for victims, and save any property that can be saved.	N	14.22
J. Secures hazardous areas to provide safety for citizens and emergency personnel.	J	13.95

F. Training.	H	17.76	17.08	16.46	15.65	15.33	14.76	14.69	12.75	12.61	8.27
H. Emergency Medical Services.	L										
L. Incident Management Systems.	M										
M. Water supply for firefighting	A										
A. Management.	K										
K. Safety Accident Prevention.	G										
G. Building Construction.	E										
E. Fire Alarm and Fire Company Communications.	B										
B. Municipal Fire Protection.	C										
C. Private Fire Protection.											





# HFD Captain Linkage Matrix

RESPONSIBILITIES	Linkage Matrix									
	F. Training.	H. Emergency Medical Services.	L. Incident Management Systems.	M. Water supply for firefighting	A. Management.	K. Safety Accident Prevention.	G. Building Construction.	E. Fire Alarm and Fire Company Communications.	B. Municipal Fire Protection.	C. Private Fire Protection.
0 = Not Relevant 1 = Enables Performance of the Responsibility										
L. While fighting fire, be alert and observant in order to detect evidence of arson and to protect the scene of any suspected arson incident.										
K. Assumes command at emergency Operations incidents (Haz-Mat, cave-ins, aircraft emergencies, extrications, etc.) and direct operations according to one's level or training, until relieved by a superior officer.										
Assigned by the Senior Captain and District Chief.										
EE. Ensures that the member's Texas Driver's license is current at all times.										
S. Supervises and participates in Tactical Evaluation and Assignment Planning (TEAP) of buildings, hydrants, and other structures in fire prevention/planning programs.										
Y. Assists in department supervisory and administrative activities.										
FF. Reports employee changes of address.										
P. Directs assigned apparatus in fire prevention activities as assigned.										
Q. Presents programs to the community on safety and fire prevention topics.										



# HFD Captain Linkage Matrix

0 = Not Relevant  1 = Enables Performance of the Responsibility		BASIC KNOWLEDGE OF:											
		J Labor Relations	D Aircraft crash and rescue	I Municipal Procurement Practices	A3 Orders and Bulletins	A2 Standard Operating Guidelines	A1 Rules and Regulations	A4 EMS First Responder Protocols	A5 HMRT First Responder Protocols	G Department strategy and tactics	H Proper distribution and deployment of resources		
RESPONSIBILITIES		Criticalities											
E. Responsible for the safety of HFD members during the performance of assigned duties.	E	21.97											
A. Supervises the emergency response of their assigned apparatus to ensure safe and timely response to alarms.	A	21.51											
AA. Maintains proper staffing for all apparatus assigned to their station.	AA	21.00											
BB. Reports staffing level to the appropriate superior officer in a timely manner.	BB	19.88											
U. Maintains a high level of preparedness through knowledge and skills to deal with all possible types of emergencies.	U	18.99											
D. Provides first-line supervision of probationary fire fighters, fire fighters, and engineer/operators involved in the mitigation of emergencies.	D	18.94											
C. Sizes-up the scene at emergency medical calls, as a first responder, in order to begin providing needed emergency medical intervention to mitigate the problems encountered within the HFD guidelines.	C	18.66											
B. Sizes-up the scene of fire situations in order to employ proper tactics needed to mitigate the problems encountered.	B	18.54											